

1994

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Canadian Forces/New Brunswick Career Initiative

Evaluation



Labour Market Analysis Branch
Planning Unit
Department of Advanced Education and Labour

November 1994

IMPRESSIONS OF CFNBCI

- *"This program made me serious about the future and more determined to ~~obtain~~ my goals." (Participant)*
- *"My goals for the future haven't changed, but they seem more possible now." (Participant)*
- *"The program has motivated me to better myself." (Participant)*
- *"I am more disciplined and self-confident." (Participant)*
- *"CFNBCI taught me teamwork and assertiveness." (Participant)*
- *"CFNBCI was a challenge both physically and mentally and my daughter really benefitted from it. She looks to the future with hope." (Parent)*
- *"CFNBCI did him a world of good. He is much more confident, disciplined and happier." (Parent)*
- *"Terrific program! the participants proved something to themselves and others." (Parent)*
- *"Basic training is life oriented training and is something the participants will never experience again." (Instructor)*
- *"Make the program longer than twenty weeks, this would allow the participants to refine their new skills." (Instructor)*
- *"DND was very supportive of this pilot programme and absorbed a large portion of the costs incurred. DND did however, gain 23 well qualified Reservists who, during the program, provided DND with seven to thirteen weeks of useful employment (OJT) free of charge. If such a programme was ever to be done on a National scale the availability of specialized training facilities, instructor availability, and acceptable cost sharing will be determining factors. If these criteria are met DND would benefit from a National programme." (DND After-Action Report)*

BACKGROUND INFORMATION

In February 1994 the Province of New Brunswick in conjunction with the Department of National Defence embarked upon an innovative pilot project known as Canadian Forces/New Brunswick Career Initiative (CFNBCI). CFNBCI was a trial mechanism which utilized the expertise and infrastructure of the Canadian Forces to provide unemployed youth with some of the skills, training and work experience they may have required to find employment or motivate them towards pursuing more education. The program targeted New Brunswick youth between the ages of 17 and 24. The twenty week training program was conducted at Canadian Forces Base Gagetown and included the following phases:

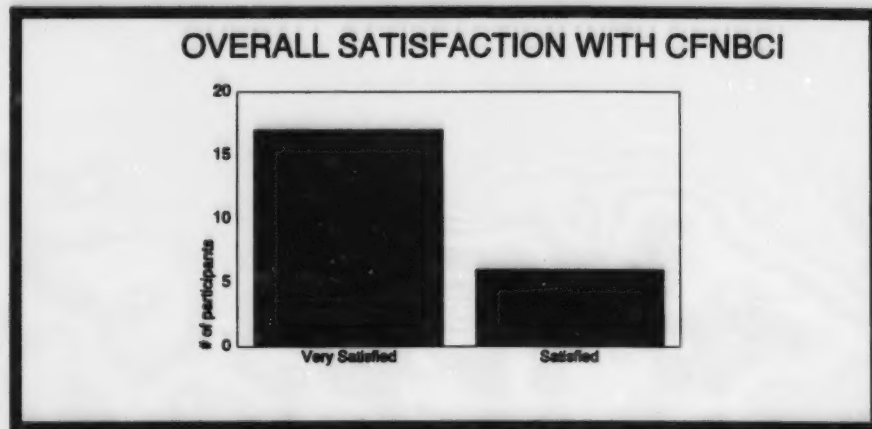
- Basic Military Training
- Skills Training
- On the Job Training

The participants arrived at CFB Gagetown on February 13, 1994. There were thirty participants in total. The participants graduated from the six-week basic training on Friday March 25, 1994. After graduation the participants followed one of three skills training programs; Administrative Clerk, Cook or Supply Technician. Upon completion of the training phase of the program the participants moved on to the on the job training phase. On the job training ranged from six weeks for cooks to eleven weeks for administrative clerks and supply technicians. Graduation ceremonies, for the 23 remaining participants, were conducted on Thursday June 23, 1994. The actual course completion date was July 4, 1994 due to holidays.

The following findings and recommendations are a summary of observations based on DND's After-Action Report, interviews with candidates, candidates' families, government officials and other DND personnel.

SUMMARY OF FINDINGS

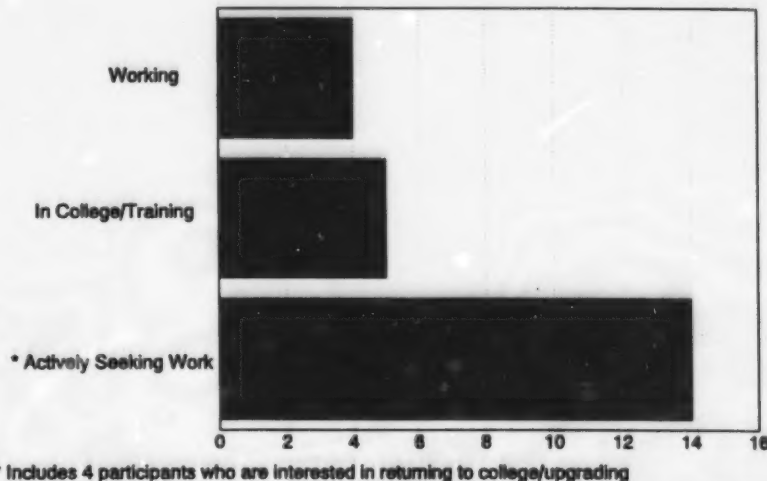
General



- All 23 graduates said they would recommend the program to other youth.
- The participants were proud of their accomplishments and expressed a renewed sense of hope for the future.
- Relative cost of the program (provincial share \$7,500/participant and DND in-kind share \$4,500/participant) is in line with a normal training course. Given all of the extras received by participants (i.e., meals, accommodations and clothing), the pilot program was definitely of value.
- It should be noted that the estimated provincial share of income support saved for the 13 HRD/NB participants is equal to \$20,000 which will offset some of the provincial costs.

STATUS OF PARTICIPANTS

As of September 14, 1994



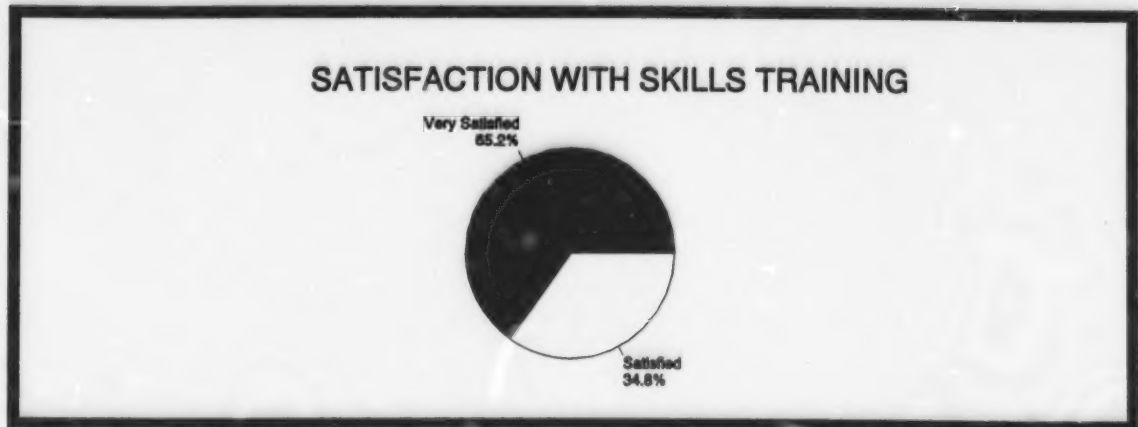
- While the above are very preliminary results, it is recognized that this program is a first step towards self-sufficiency for the participants. Monitoring of participants will continue for one full year from the program's completion.

Basic Training

Value of Training

- All participants found the basic training to be very valuable.
- While the participants indicated that basic training was both difficult and challenging, they felt it was extremely conducive to developing self-discipline, self-confidence, motivation and teamwork.
- Physical training was considered valuable or very valuable by 20/23 participants.
- The participants underwent an attitude change. They not only acquired respect for themselves and others but for authority as well.

Skills Training



Cook Training

- The six participants found the skills highly transferrable to civilian life and felt prepared to cook for small or large groups.

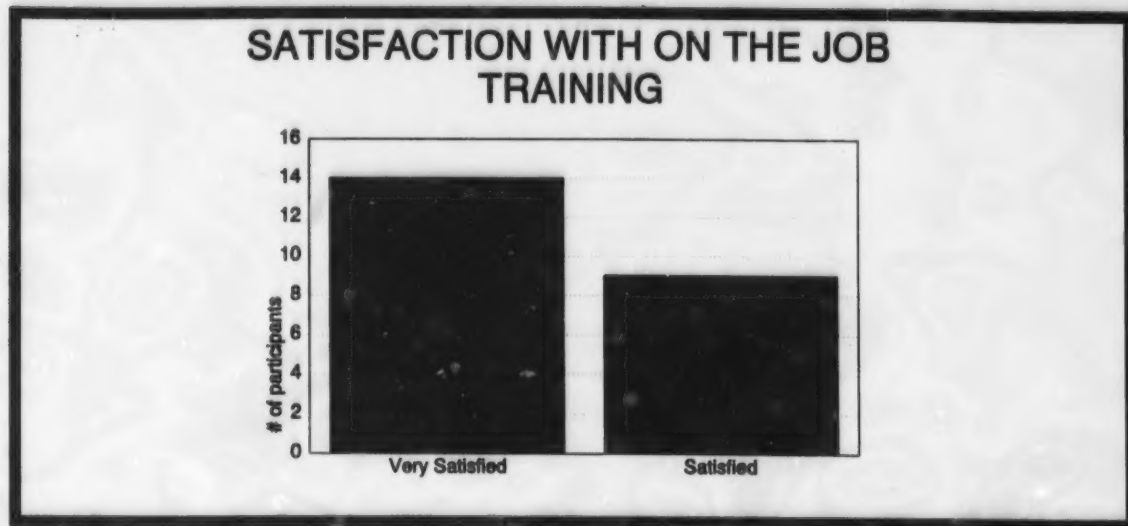
Administrative Clerk Training

- The six participants found the skills training valuable but were concerned about the transferability of skills in that much of the training was military-specific.
- All participants found the instruction to be of high quality.

Supply Technician Training

- The eleven participants found the skills to be valuable and transferrable and felt prepared to work in a warehouse.
- The participants received valuable training on various equipment such as the forklift.

On the Job Training



RECOMMENDATIONS

- 1 - Given the overwhelmingly positive impact on participant's employability skills that resulted from the training they received under CF/NBCI, it is recommended that the program continue as soon as possible but be redesigned to incorporate the following:
 - Change the military selection criteria so that a broader range of participants be accepted into the program. This would allow the program to assist young people who would benefit the most from such an experience;
 - The Canadian Forces participation in the program would be limited to provision of the 6-week basic military training component which was so well received by participants during the pilot project and is unique to all other forms of training;
 - There should be a broader range of specialized training options available to participants;

- The specialized training component be extended in duration and delivered by the private sector or other providers (i.e., Community Colleges, distance education, etc.) to ensure a greater degree of transferability of skills to civilian situations and to take advantage of UI development financing of required upgrading and training; and
- "On the job" training components be provided by private sector host employers who will be encouraged to establish a partnership with Governments on this initiative in return for the development of potential future human resources.

2 - Administratively, the following recommendations will improve the Program:

- To maximize the use of Canadian Forces instructors and facilities and to meet the great demand for such a program, it is recommended that future intakes be of at least 50 participants;
- Orientation sessions and information to potential participants should be comprehensive so that they know what to expect from this program;
- The Program should continue to assist graduates in their transition to employment; and
- Financing of the program should be cost-shared with the Federal Government by tapping in to the UI Development Fund and the federal share of funds diverted from HRDC which represent their savings due to participants exiting the social assistance caseload.